Command Assessment Tool Kit: CATWeb

Presentation to the Equal Opportunity Advisor Symposium

NSA Mid-South, Millington, TN

26-29 November 2001

Command EO/SH Assessment Tools

NPRST

- **CATSYS**
- **CATWin**
- **CATWeb***

*** Currently there is no CATWeb. This presentation is based upon a similar program called Pulse Point for the Web developed by PERS-65 for MWR Customer Surveys.**

Command Assessment Team Survey System (CATSYS)

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- **Development began in 1991**
- **Implemented Navy-wide in 1993**
- **Automated survey software that allowed Navy commands to administer, analyze, and interpret results of command EO survey**
- **Navy-wide norms provided in *User Guide***
- **CATSYS 4.0 allowed military and civilian samples to be surveyed and compared**

CATSYS for Windows (CATWin): Background

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- **DOS version of CATSYS successfully implemented throughout Navy**

- **CATSYS 4.0**
  - **Allowed for military and civilian command EO surveys but limited features due to DOS platform**

- **PERS-61 funded Windows-95 upgrade**
  - **Called CATWin**
  - **CATWin 1.0 implemented in 1999**

CATWin Features

- **Portable and flexible**
- **Program and supporting material available on web site**

  http://catwin.nprdc.navy.mil
- **Windows-based**
- **User can add or modify survey questions**
- **Automated analyses of survey by key demographic groups**
- **Variety of ways to view & print data**

Advantages

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- **Easy to use: Windows-based system requires little computer experience**
- **Automated data organization and data entry**
- **Analysis requires no additional programs**
- **Customized graphs easily generated**
- **Provides quick and accurate survey analyses**

CATWeb Background

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- **Revised program (CATWin 1.1) implemented October 1999**

- **MWR upgraded similar system called Pulse Point 1.1 and created a web version called Pulse Point-Web**

- **Pulse Point and CATWin are identical programs used for different purposes**
  - **Pulse Point: MWR customer surveys**
  - **CATWin: Command EO surveys**

Differences Between CATWin and CATWeb

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- **Design**
  - **Branch from anywhere**
  - **More than 12 answer choices allowed per question**

Differences Between CATWin and CATWeb

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- **Administration**
  - **Survey screen layout**
  - **Windows NT web server required - administration on a stand-alone computer not advisable**
  - **User names required for all respondents**
  - **Respondents may take survey from any computer with internet connection**
  - **Respondents may log out of survey and return to it at any time, in same place where they left off**
  - **Respondents must answer multiple choice questions**

Differences Between CATWin and CATWeb

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- **Analysis**
  - **Tables always available**
  - **Collapsing of graphs not available**
  - **Printing of open-ended questions in a group vice individually**

CATWeb System Requirements

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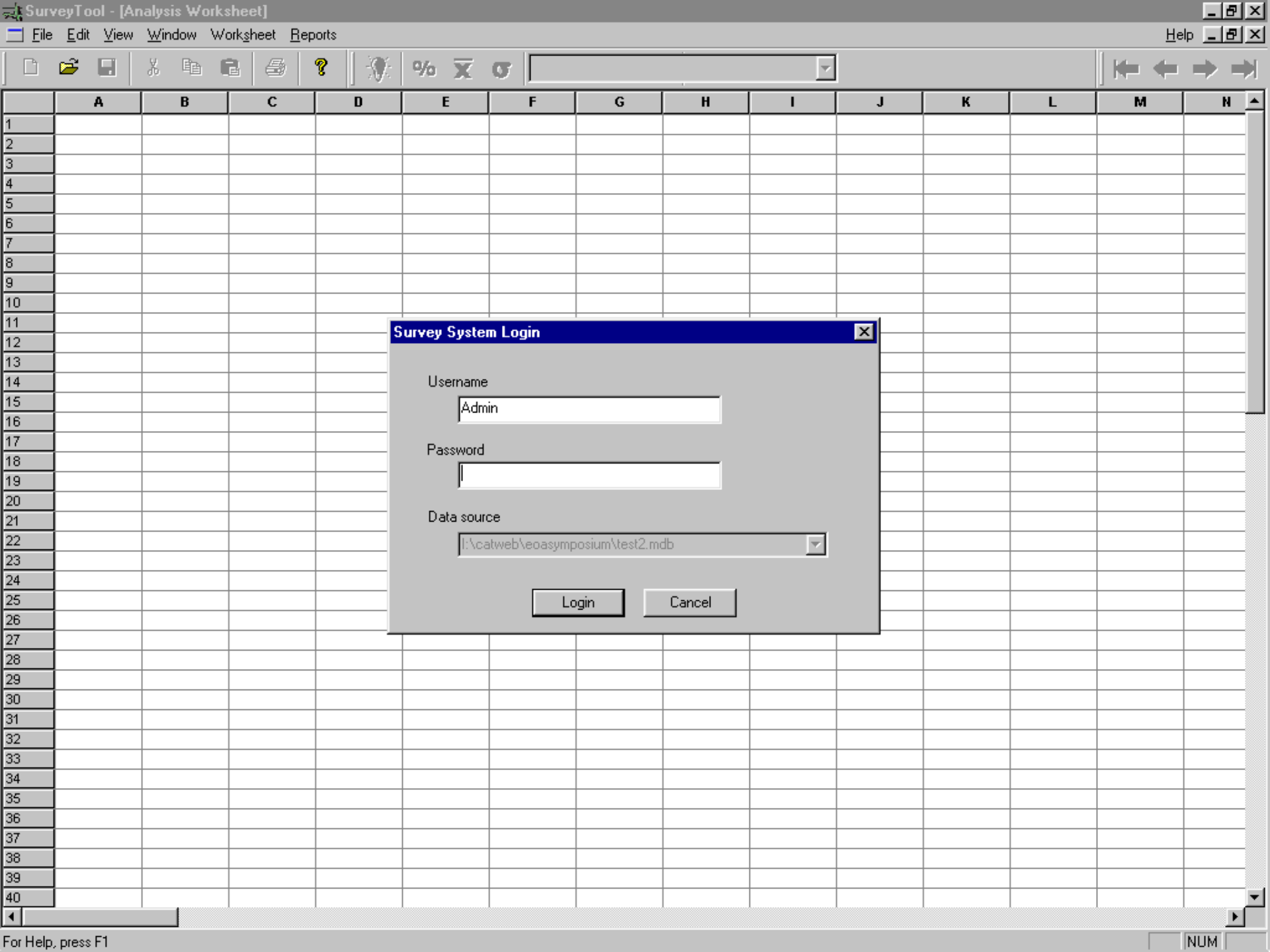
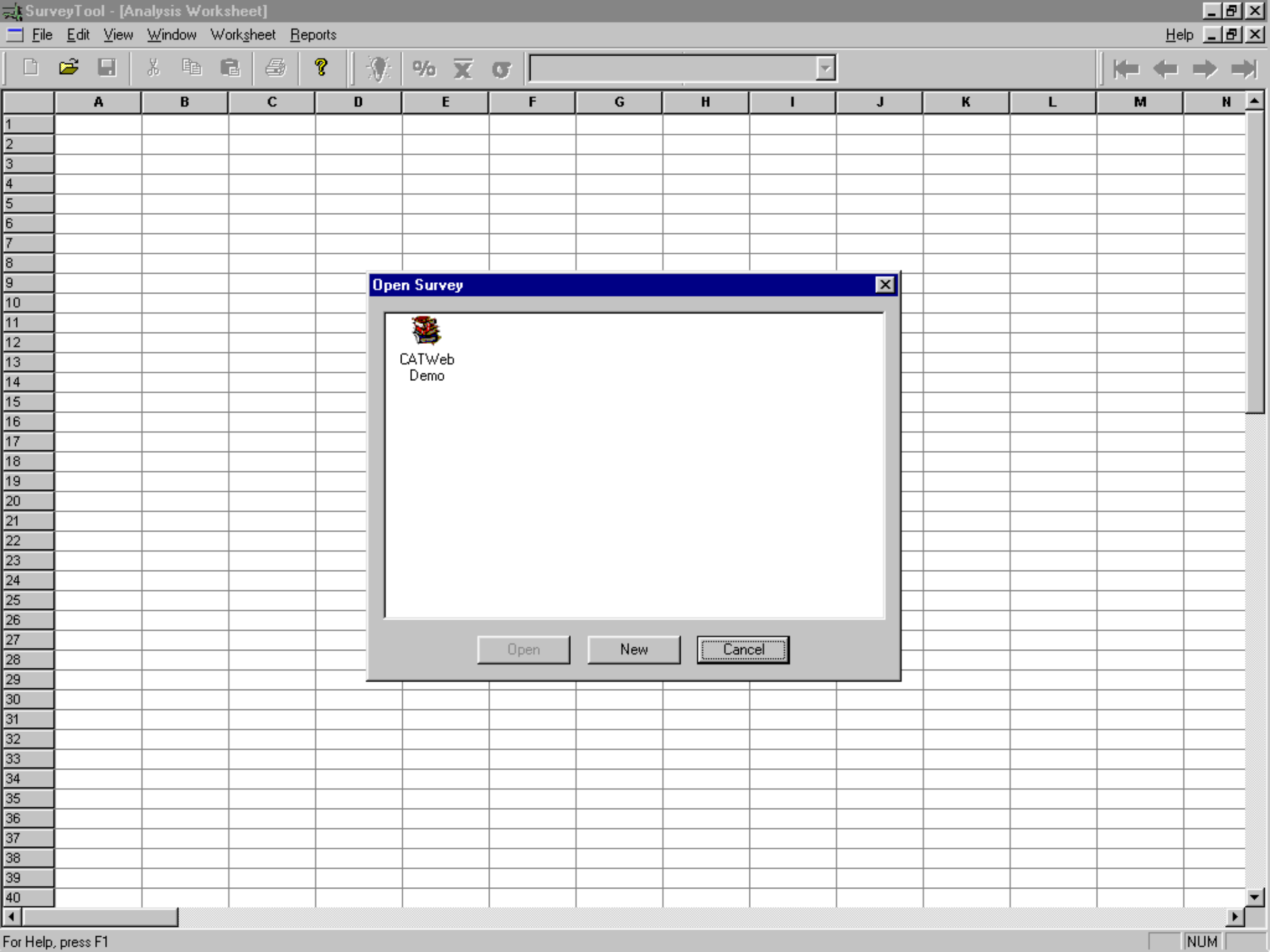
- Windows NT Server (for administration)
- CD-ROM drive
- 16 Mb RAM
- 20-40 Mb disk space
- 800x600 screen size
- High Color (16 bit)

Cat-Web Screen Shots


SurveyTool - [Analysis Worksheet]
File Edit View Window Worksheet Reports Help
Survey System Login
Username
Admin
Password
Data source
I:\catweb\eoasymposium\test2.mdb
Login
Cancel
For Help, press F1
NUM


SurveyTool - [Analysis Worksheet]
File Edit View Window Worksheet Reports Help
Open Survey
CATWeb Demo
Open
New
Cancel
For Help, press F1
NUM

SurveyTool - [CATWeb Demo]

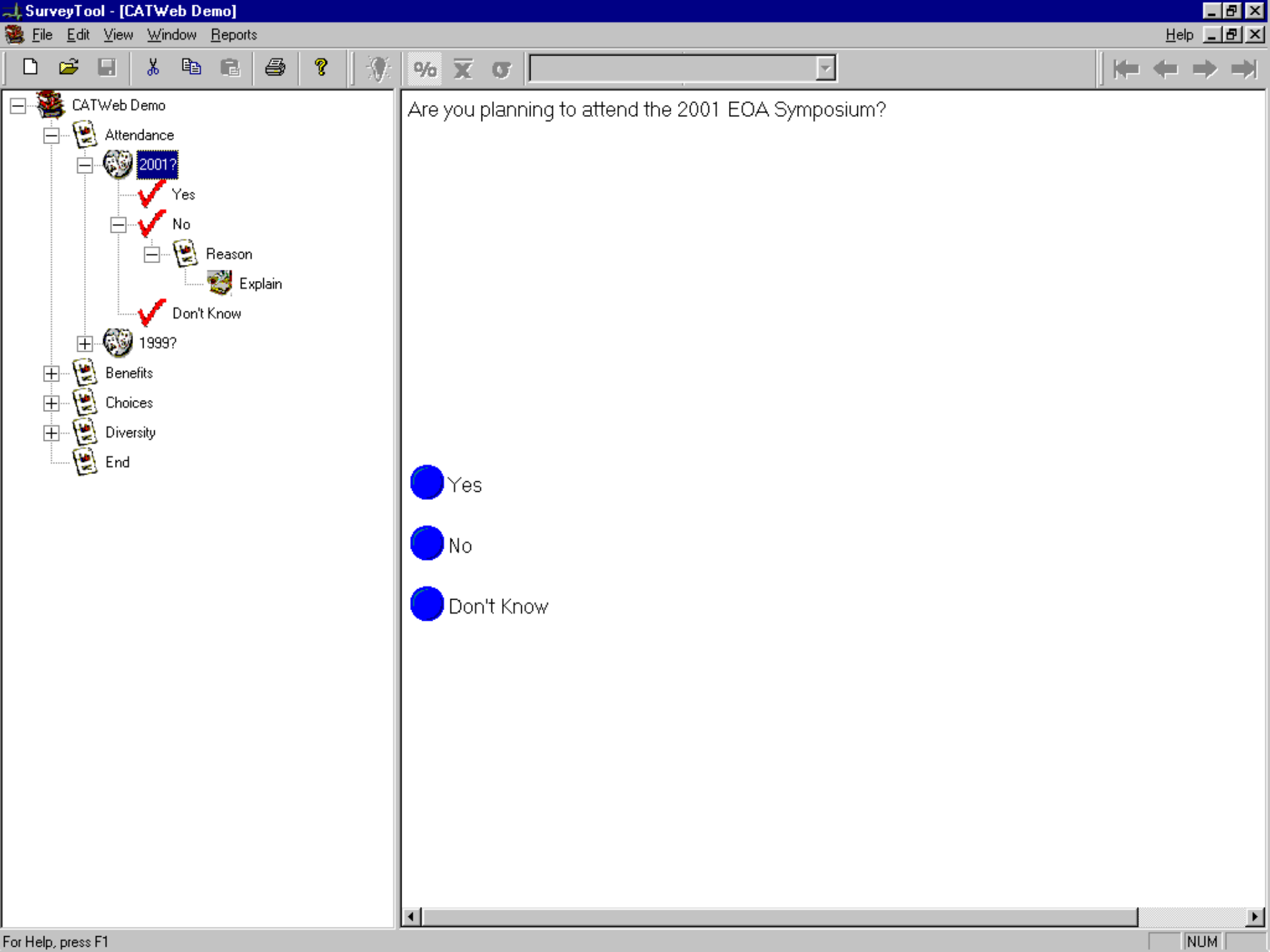
File Edit View Window Reports Help

- CATWeb Demo
  - Attendance
  - Benefits
  - Choices
  - Diversity
  - End

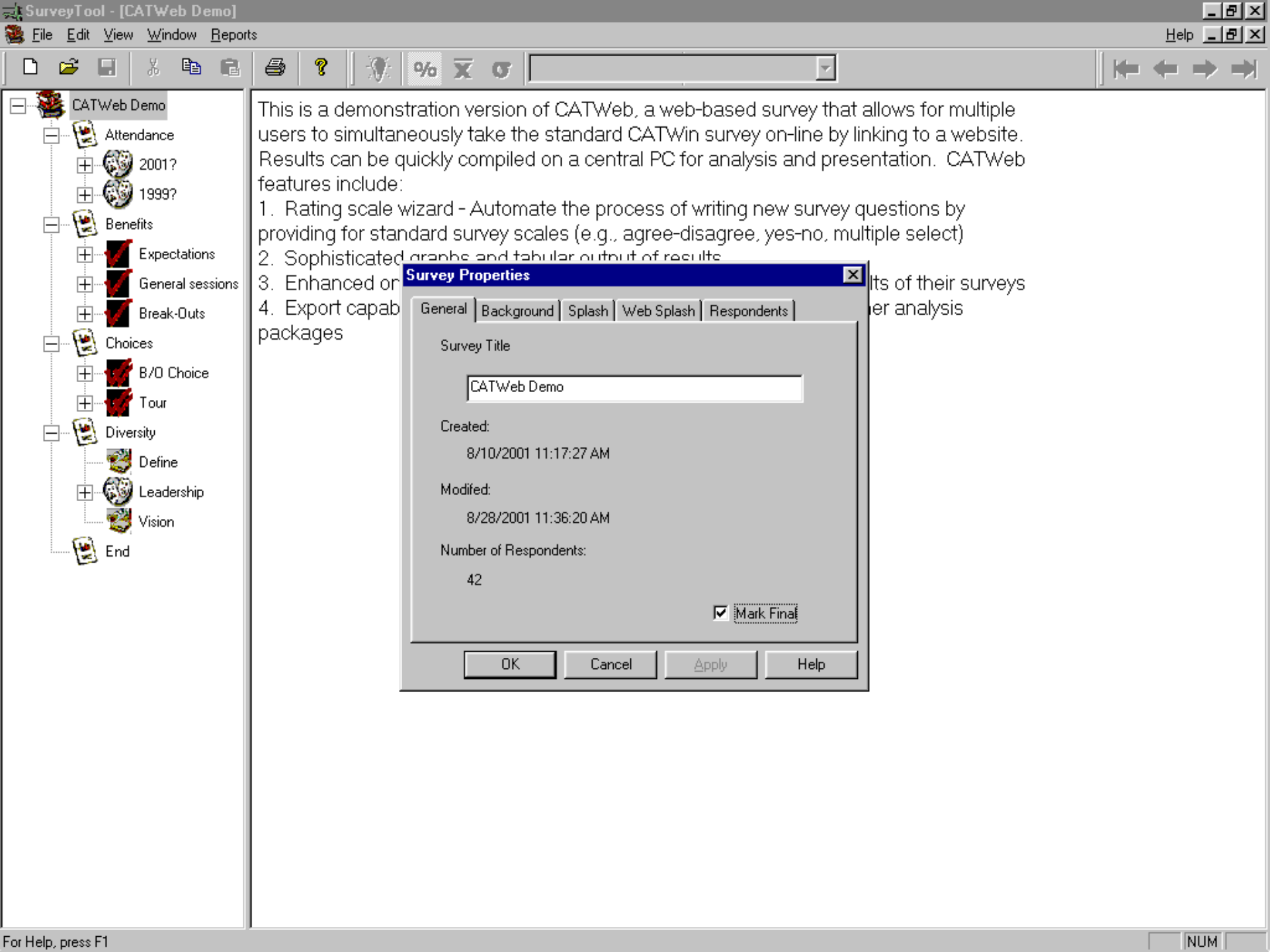
This is a demonstration version of CATWeb, a web-based survey that allows for multiple users to simultaneously take the standard CATWin survey on-line by linking to a website. Results can be quickly compiled on a central PC for analysis and presentation. CATWeb features include:

1. Rating scale wizard - Automate the process of writing new survey questions by providing for standard survey scales (e.g., agree-disagree, yes-no, multiple select)
2. Sophisticated graphs and tabular output of results
3. Enhanced on-line norms - users could graphically compare the results of their surveys
4. Export capability - Allow for additional analysis in Excel, SPSS or other analysis packages

For Help, press F1 NUM


SurveyTool - [CATWeb Demo]
File Edit View Window Reports
Help
CATWeb Demo
Attendance
2001?
Yes
No
Reason
Explain
Don't Know
1999?
Benefits
Choices
Diversity
End
Are you planning to attend the 2001 EOA Symposium?
Yes
No
Don't Know
For Help, press F1
NUM

CATWeb EOA Conference Survey


SurveyTool - [CATWeb Demo]
File Edit View Window Reports
Help
CATWeb Demo
Attendance
2001?
1999?
Benefits
Expectations
General sessions
Break-Outs
Choices
B/O Choice
Tour
Diversity
Define
Leadership
Vision
End
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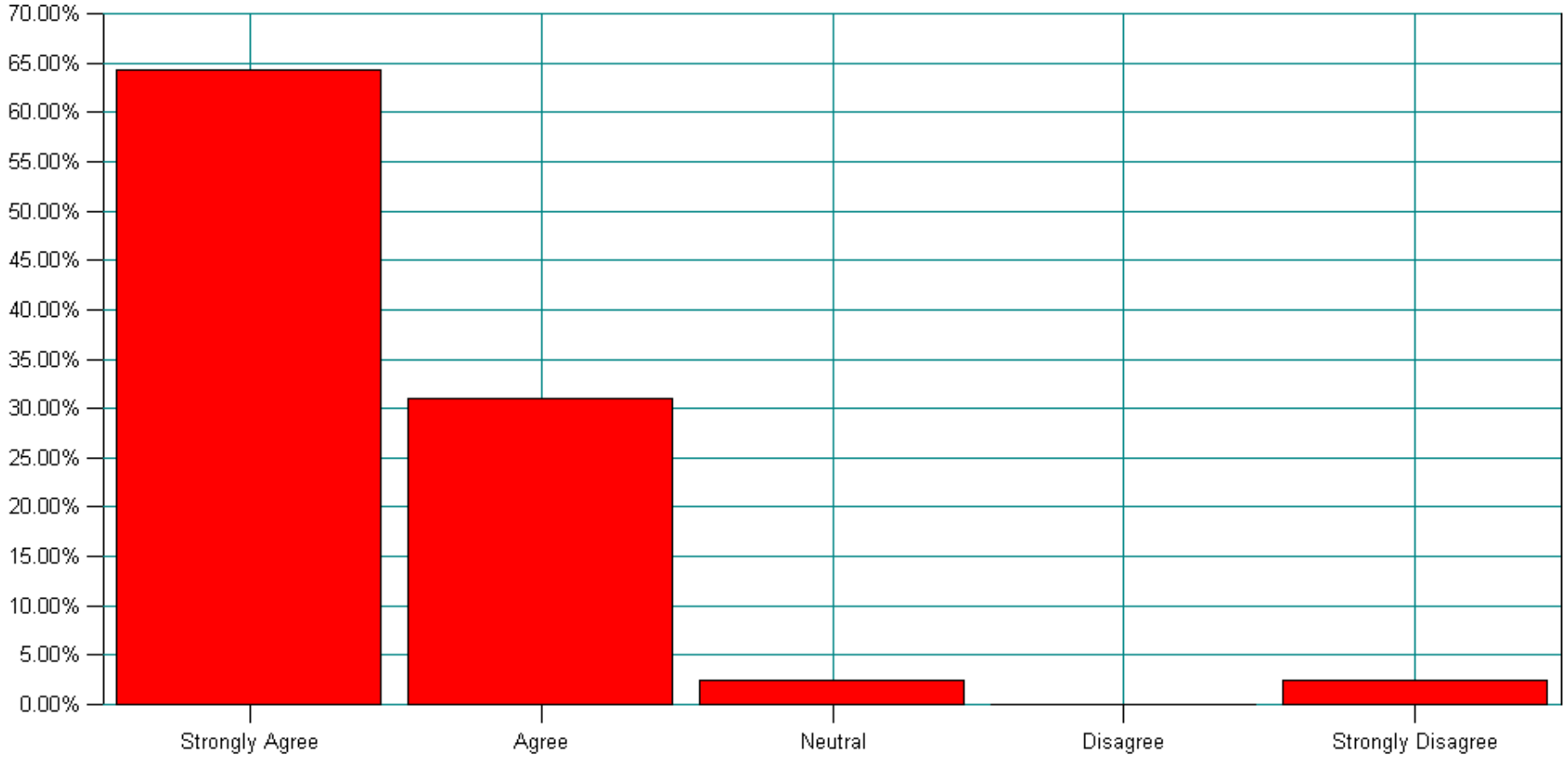
3. Enhanced or
lts of their surveys
4. Export capab
er analysis
packages
Survey Properties
General
Background
Splash
Web Splash
Respondents
Survey Title
CATWeb Demo
Created:
8/10/2001 11:17:27 AM
Modifed:
8/28/2001 11:36:20 AM
Number of Respondents:
42
Mark Final
OK
Cancel
Apply
Help
For Help, press F1
NUM

SurveyTool - [Expectations]

File Edit View Window Reports Help

None

Expectations



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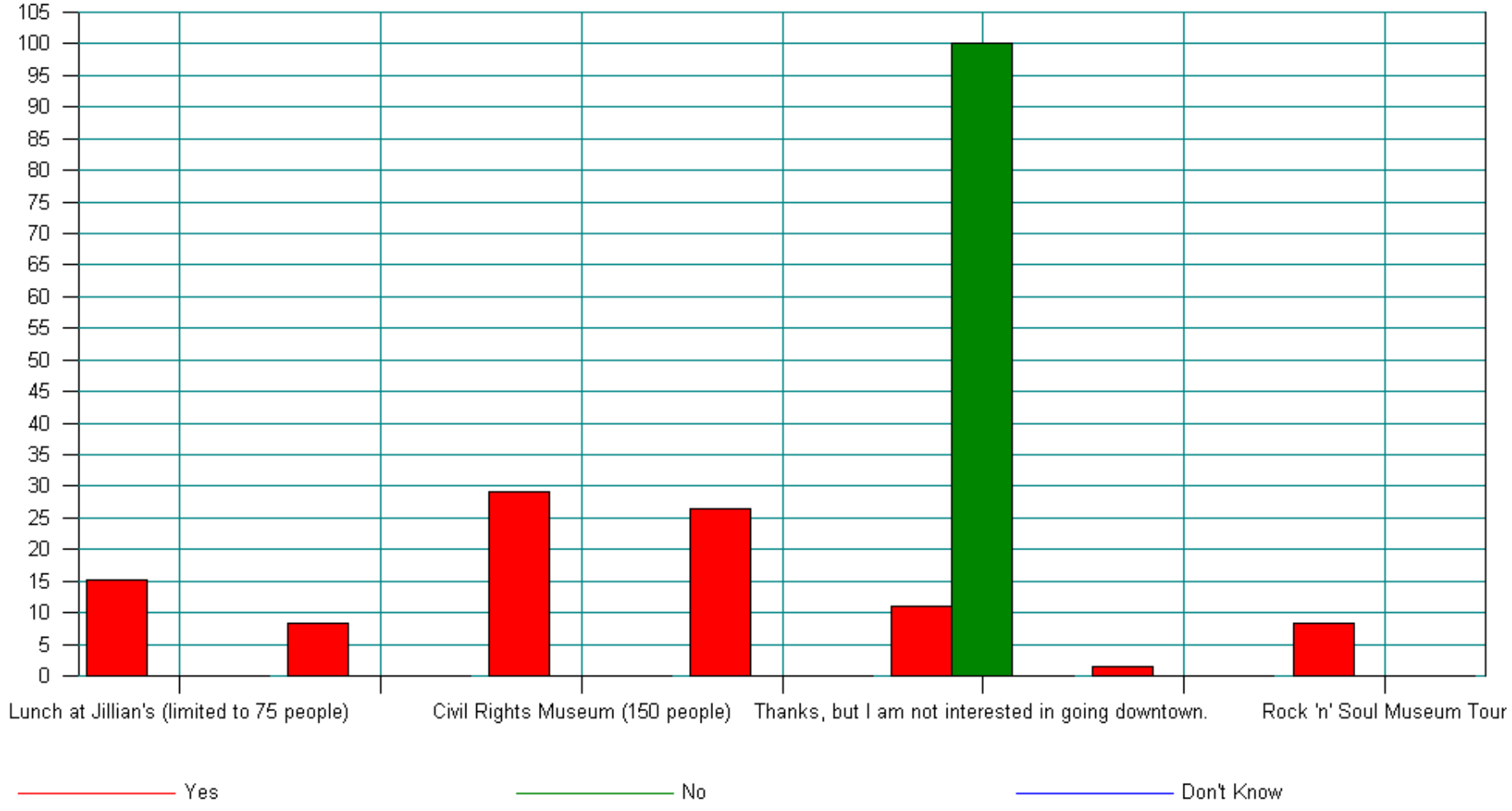
NUM

SurveyTool - [Tour vs. 2001?]

File Edit View Window Reports Help

2001?

Tour vs. 2001?



For Help, press F1

NUM

SurveyTool - [Graph1]

File Edit View Window Reports Help

2001?

We must always be careful not to give the apearance that we are cramming something down someones throat. We need to approach a diversity program with a mutual understanding were we can learn to respect and accept differences of all parties.

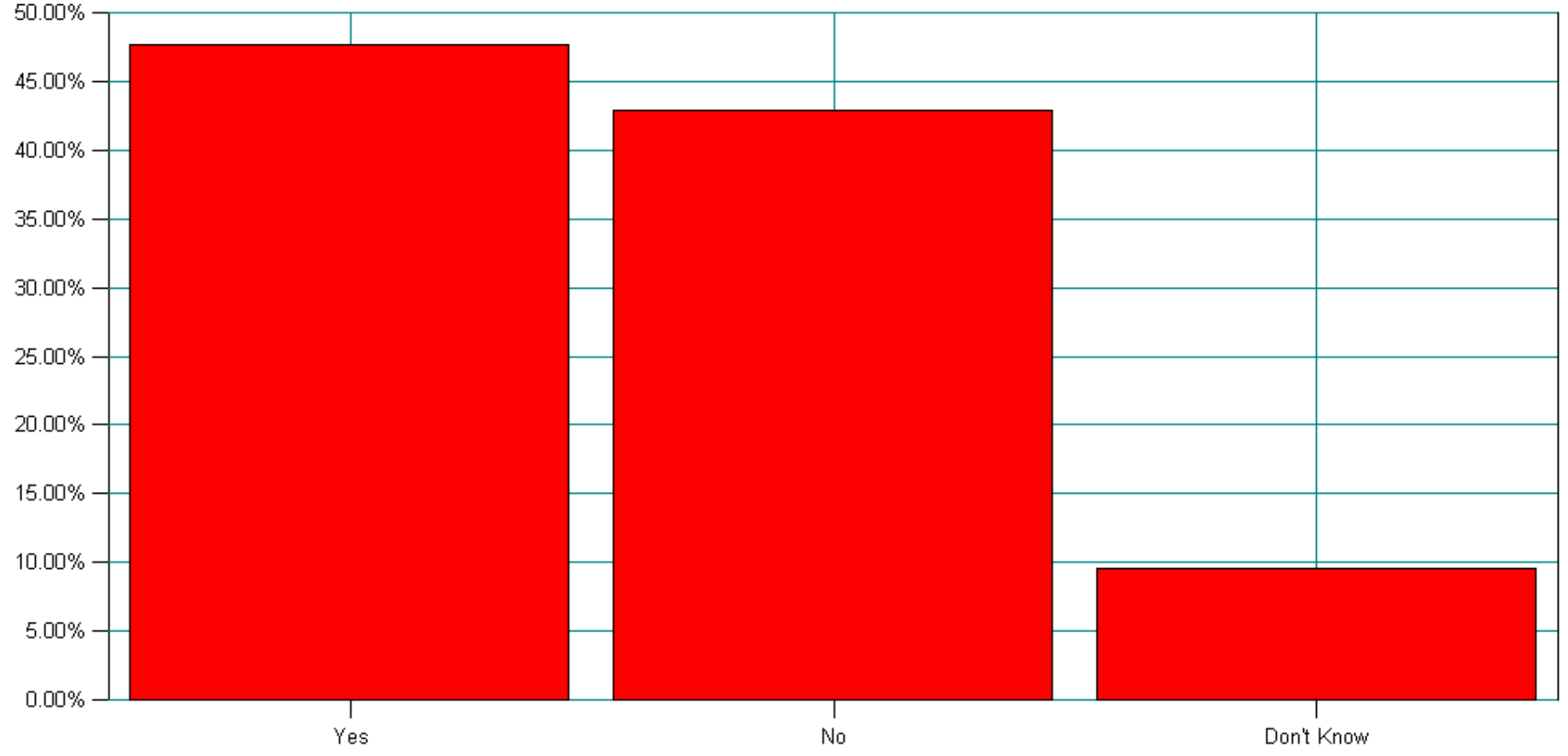
Move to the next response NUM

SurveyTool - [Leadership]

File Edit View Window Reports Help

None

Leadership



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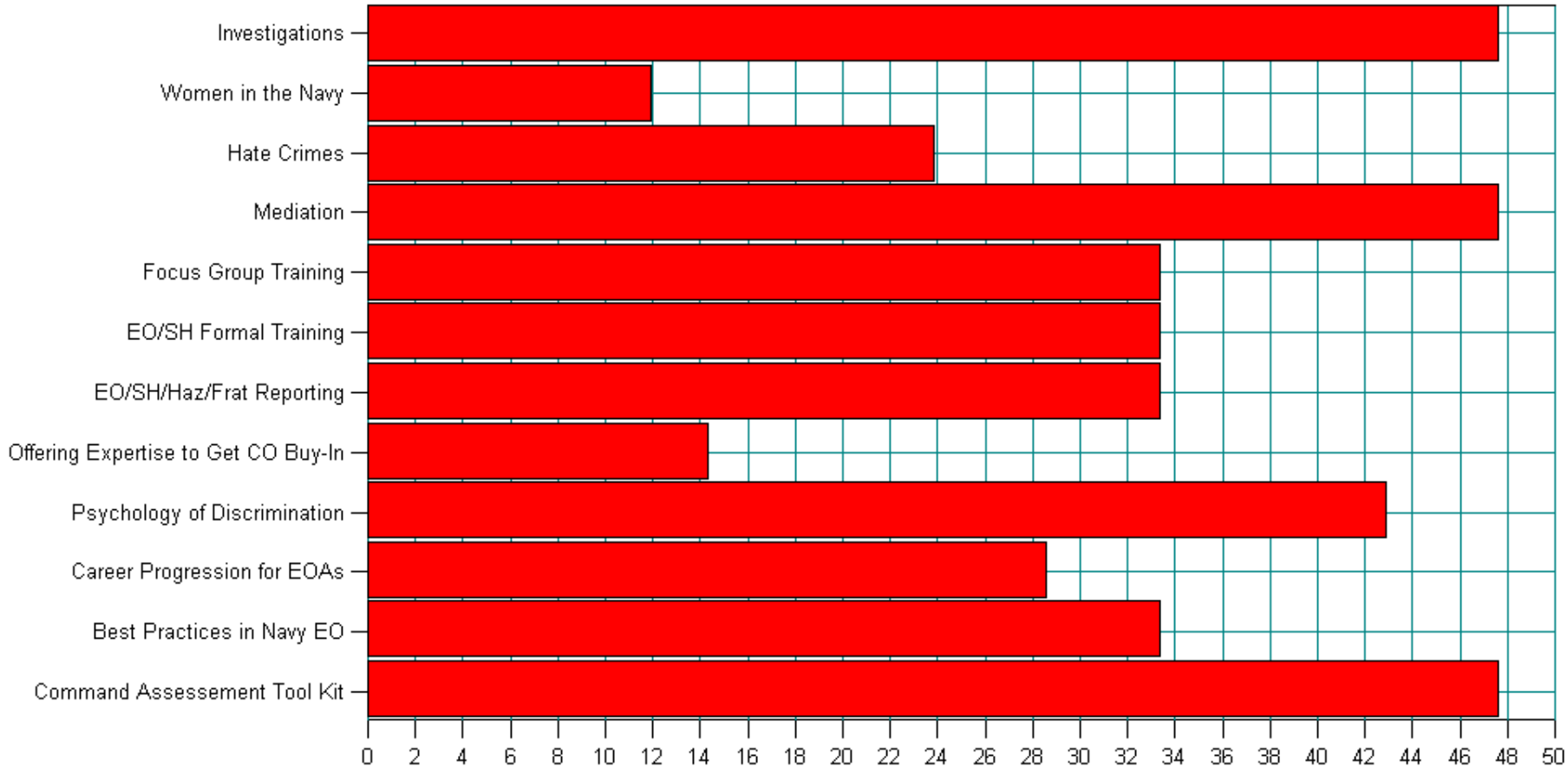
NUM

SurveyTool - [B/O Choice]

File Edit View Window Reports Help

None

B/O Choice



For Help, press F1 NUM

Intro to Focus Groups

- **Presented by Navy Survey Office**

Why Use Focus Groups?

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- **Powerful data-collection tool that can provide understanding of the context in which survey response were made.**
- **Tap invaluable data on a wide variety of equal opportunity concerns from command membership.**

Triangulation

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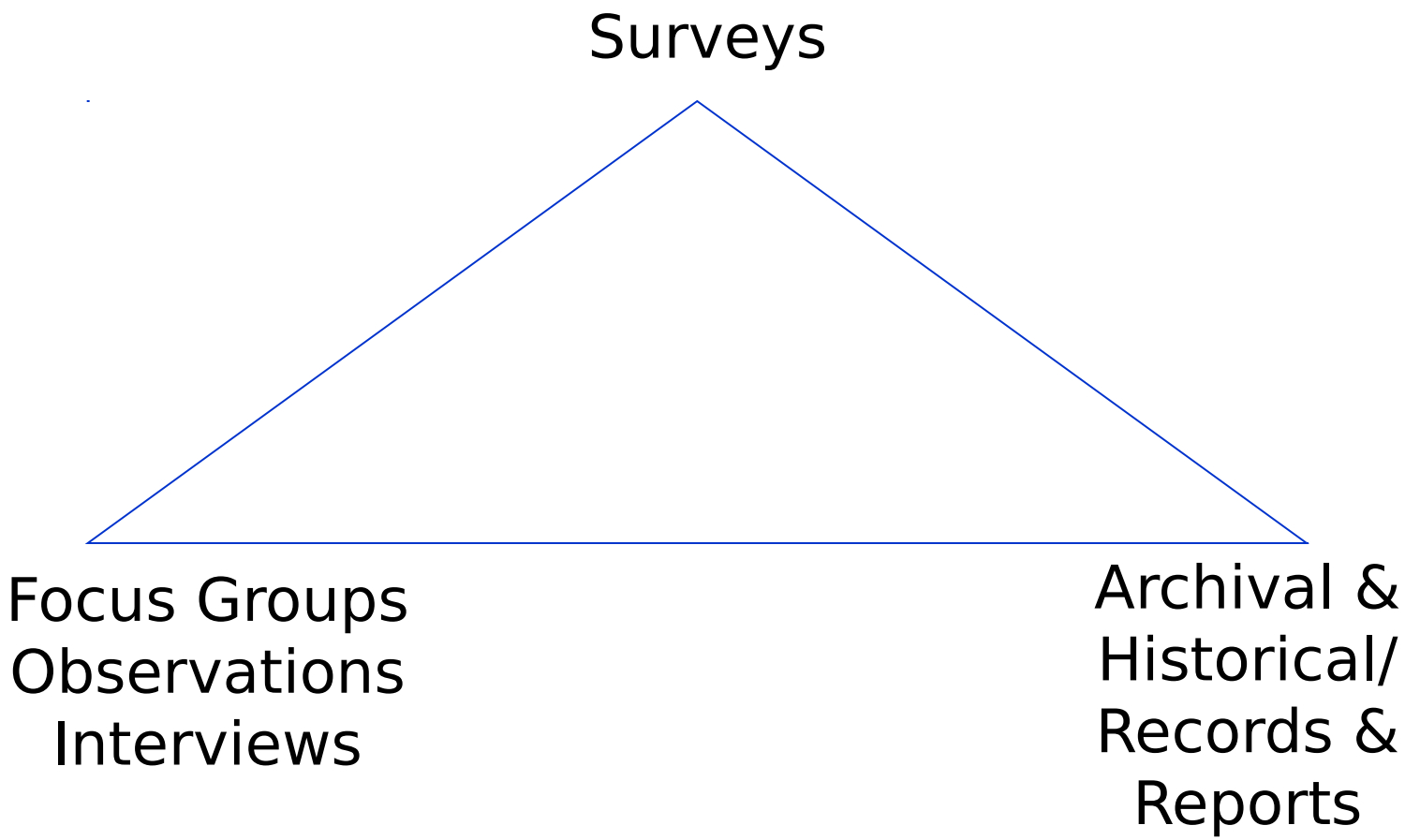

Focus Group Breakdown

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- ★ Purpose of Focus Groups
- ★ Advantages and Disadvantages of Focus Groups
- Planning Your Focus Groups
- Facilitator Skills
- Selecting Participants
- Conducting Focus Group Interviews
- Data Analysis
- Reporting Results